

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

UNITED STATES POSTAL SERVICE

and

Case 07-CA-138567

**BRANCH 3126, NATIONAL ASSOCIATION
OF LETTER CARRIERS (NALC), AFL-CIO**

DECISION AND ORDER

Statement of the Case

On March 17, 2015, the United States Postal Service (the Respondent), Branch 3126, National Association of Letter Carriers (NALC), AFL-CIO (the Charging Union), and the General Counsel of the National Labor Relations Board entered into a Formal Settlement Stipulation, subject to the Board's approval, providing for the entry of a consent order by the Board and a consent judgment by any appropriate United States Court of Appeals. The parties waived all further and other proceedings before the Board to which they may be entitled under the National Labor Relations Act and the Board's Rules and Regulations, and the Respondent waived its right to contest the entry of a consent judgment or to receive further notice of the application therefor.

The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.

The Formal Settlement Stipulation is approved and made a part of the record, and the proceeding is transferred to and continued before the Board in Washington, D.C., for the entry of a Decision and Order pursuant to the provisions of the Formal Settlement Stipulation.¹

¹ Members Hirozawa and McFerran note that the remedy to which the parties have agreed differs in some respects from previous broad orders that the Board has issued against the Respondent in cases alleging that the Respondent has violated Sec. 8(a)(5) of the Act by failing and refusing to provide relevant information. See, e.g., *United States Postal Service*, 345 NLRB 426 (2005), enfd. 486 F.3d 683 (10th Cir. 2007); *United States Postal Service*, 28-CA-017383 et al., unpublished order issued November 4, 2002, enfd. Case 02-9587 (10th Cir. 2003). These broad orders, as enforced by the United States Courts of Appeals, remain in effect, and the Board's approval of this stipulation does not modify these orders in any respect.

Member Johnson would not approve the part of the order requiring the Respondent to cease and desist from refusing to bargain with "any other labor organization" at the facilities serviced by the Union, because that asserted violation was not alleged as part of this case.

Based on the Formal Settlement Stipulation and the entire record, the Board makes the following

Findings of Fact

1. The Respondent's business

The Respondent provides postal services for the United States and operates various facilities throughout the United States in performing that function, including a facility located at 32455 W. 12 Mile Road, Farmington Hills, Michigan (the Farmington Hills facility).

The Board has jurisdiction over the Respondent and this matter by virtue of Section 1209 of the Postal Reorganization Act (39 U.S.C. § 101 et seq.).

2. The labor organization involved

The National Association of Letter Carriers (NALC), AFL-CIO (the National Union), and the Charging Union are labor organizations within the meaning of Section 2(5) of the Act.

3. The appropriate unit

The following employees of the Respondent (the unit) constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time city letter carriers employed by Respondent at various facilities throughout the United States, but excluding professional employees, employees engaged in personnel work in other than a purely non-confidential clerical capacity, postal inspection service employees, employees in the supplemental work force, rural letter carriers, mail handlers, maintenance employees, special delivery messengers, motor vehicle employees, postal clerks, managerial employees, supervisory personnel, and security guards as defined in Public Law 91-375, 1201(2).

Since about 1990 and at all material times, the Respondent has recognized the National Union as the exclusive collective-bargaining representative of the unit. This recognition has been embodied in successive collective-bargaining agreements, the most recent of which is effective by its terms from January 10, 2013, through May 20, 2016.

At all material times since 1990, based on Section 9(a) of the Act, the National Union has been the exclusive collective-bargaining representative of the unit.

At all material times, the Charging Union has been the designated servicing representative of the National Union for employees in the unit at the Respondent's Farmington Hills facility.

ORDER

Based on the above findings of fact, the Formal Settlement Stipulation, and the entire record, and pursuant to Section 10(c) of the National Labor Relations Act, the National Labor Relations Board orders that:

The Respondent, United States Postal Service, Birmingham, Brighton, Clawson, Farmington Hills, Hazel Park, Royal Oak, Madison Heights Annex, Troy, Novi, South Lyon, and Walled Lake, Michigan, its officers, agents, successors, and assigns, shall

1. Cease and desist from

(a) Unreasonably delaying in furnishing the Charging Union with relevant requested information, or in any like or related manner interfering with, restraining, or coercing its employees in the exercise of rights guaranteed in Section 7 of the Act.

(b) Unreasonably delaying in furnishing the Charging Union with relevant requested information, or in any like or related manner refusing to bargain collectively and in good faith with the Charging Union as the designated servicing representative of the exclusive collective-bargaining representative for employees in the unit, or any other labor organization, at its Birmingham, Brighton, Clawson, Farmington Hills, Hazel Park, Royal Oak, Madison Heights Annex, Troy, Novi, South Lyon, and Walled Lake, Michigan facilities.

2. Take the following affirmative action.

(a) Upon request, bargain collectively and in good faith with the Charging Union as the designated servicing representative of the exclusive collective-bargaining representative for employees in the unit employed at the Respondent's Farmington Hills, Michigan facility.

(b) Post appropriate notices at the following Michigan facilities:

Birmingham	1221 Bowers St., Birmingham
Brighton	100 Charles H. Orndorf Dr., Brighton
Cannonsburg	7825 Cannonsburg Rd., NE, Cannonsburg
Clawson	345 N. Main St., Clawson
Farmington Hills ²	32455 W. 12 Mile Rd., Farmington Hills
Grand Rapids	225 Michigan St., Grand Rapids

² Covers Farmington Hills, MI and Farmington, MI.

	120 Monroe Center St., Grand Rapids
	678 Front Avenue, NW, Grand Rapids
	1625 Walker Avenue, Grand Rapids
	1765 3 Mile Rd., NE, Grand Rapids
	1451 Lake Drive, SE, Grand Rapids
Hazel Park	23200 John R. Rd., Hazel Park
Holland	190 E. 8th Street, Holland
Jackson	113 W. Michigan Avenue, Jackson
	1104 Jackson Crossing, Jackson
	2105 W. Michigan Avenue, Jackson
	1821 Spring Arbor Rd., Jackson
	303 West Prospect, Jackson
Jonesville	114 Maumee Street, Jonesville
Lansing	4800 Collins Rd., Lansing
	3285 Express Ct., Lansing
	315 W. Allegan St., Lansing
	730 Merrill St., Lansing
Lapeer	567 W. Nepeering St., Lapeer
	1555 Demille Rd., Lapeer
Madison Heights Annex	2351 Bellingham Dr., Troy
Mt. Clemens	155 S. Main St., Mt. Clemens
Novi	24875 Novi Rd., Novi
Pontiac	45 Oakland Avenue, Pontiac
	735 West Huron St., Pontiac
	711 N. Glenwood, Pontiac
Roseville	30330 Gratiot Avenue, Roseville
Royal Oak ³	200 W. Second Street, Royal Oak
South Lyon	111 S. Lafayette St., South Lyon
Stanwood	7551 Northland Drive, Stanwood
Troy	2844 Livernois Rd., Troy
Walled Lake ⁴	995 N. Pontiac Trail, Walled Lake

(c) Within 14 days of service by Region 7, post copies of the attached notice marked as Appendix A at the 37 facilities listed above in paragraph 2(b). Copies of the notice, on forms provided by Region 7, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, the Respondent shall distribute notices electronically, by email, posting on an intranet or internet site, and/or other electronic means, if the Respondent customarily communicates with its employees by such means. The Respondent will take

³ Covers Royal Oak, MI; Berkley, MI; Pleasant Ridge, MI; and Huntington Woods, MI.

⁴ Covers Walled Lake, MI and Commerce Twp., MI.

reasonable steps to ensure that the notices are not altered, defaced, or covered by any other material.

(d) Within 21 days after service of this Order by the Region, file with the Regional Director for Region 7 a sworn certification by a responsible official of the Respondent attesting to the steps that the Respondent has taken to comply.

Dated, Washington, D.C., July 21, 2015

Kent Y. Hirozawa, Member

Harry I. Johnson, III, Member

Lauren McFerran, Member

(SEAL)

NATIONAL LABOR RELATIONS BOARD

APPENDIX A

NOTICE TO EMPLOYEES POSTED BY ORDER OF THE NATIONAL LABOR RELATIONS BOARD An Agency of the United States Government

PURSUANT TO A STIPULATION PROVIDING FOR A BOARD ORDER AND A CONSENT JUDGMENT OF ANY APPROPRIATE UNITED STATES COURT OF APPEALS

FEDERAL LAW GIVES YOU THE RIGHT TO:

Form, join, or assist a union;
Choose a representative to bargain with us on your behalf;
Act together with other employees for your benefit and protection;
Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT refuse to bargain collectively and in good faith with Branch 3126, National Association of Letter Carriers (NALC), AFL-CIO (the Union) as the servicing representative of the exclusive collective-bargaining representative of our employees in the following appropriate unit (the unit) employed at our Farmington Hills, Michigan facility:

All full-time and regular part-time city letter carriers employed by us at various facilities throughout the United States, but excluding professional employees, employees engaged in personnel work in other than a purely non-confidential clerical capacity, postal inspection service employees, employees in the supplemental work force, rural letter carriers, mail handlers, maintenance employees, special delivery messengers, motor vehicle employees, postal clerks, managerial employees, supervisory personnel, and security guards as defined in Public Law 91-375, 1201(2).

WE WILL NOT unreasonably delay providing necessary and relevant information requested by the Union to perform its responsibilities as the servicing representative of the exclusive collective-bargaining representative of our employees in the unit or any other labor organization at our Birmingham, Brighton, Clawson, Farmington Hills, Hazel Park, Royal Oak, Madison Heights Annex, Troy, Novi, South Lyon, and Walled Lake, Michigan facilities.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL NOT in any like or related manner fail and refuse to bargain collectively and in good faith with the Union as the servicing representative of the exclusive collective-bargaining representative of our employees in the unit at our Farmington Hills, Michigan facility.

WE WILL, upon request, bargain collectively and in good faith with the Union as the servicing representative of the exclusive collective-bargaining representative of our employees in the unit at our Farmington Hills, Michigan facility.

UNITED STATES POSTAL SERVICE

The Board's decision can be found at www.nlr.gov/case/07-CA-138567 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.

